



CITY OF KILLEEN Police Pay Plan

Effective: October 1, 2016

	Grade/Step	P01-1	P01-2	P01-3	P01-4	P01-5	P01-6	P01-7	P01-8	P01-9
	<u>Year:</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
Police Officer Grade P1	Monthly	\$4,071	\$4,203	\$4,334	\$4,465	\$4,596	\$4,729	\$4,729	\$4,860	\$4,860
	Annual	\$48,851	50438	52011	53584	55156	56742	56742	58315	58315
	Grade/Step	P01-10	P01-11	P01-12	P01-13	P01-14	P01-15	P01-16	P01-17	P01-18
	<u>Year:</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18+</u>
	Monthly	\$4,991	\$4,991	\$5,122	\$5,122	\$5,254	\$5,254	\$5,385	\$5,385	\$5,516
	Annual	\$59,888	\$59,888	\$61,460	\$61,460	\$63,047	\$63,047	\$64,620	\$64,620	\$66,193

NOTE: Probationary Police Officers refer to Pay Grade O59 of the Non-civil Service Pay Plan.

	Step:	1	2	3	4	5	6	7	8	9	10
	<u>Year:</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Police Sergeant Grade P2	Monthly	\$5,821	\$5,821	\$6,017	\$6,017	\$6,212	\$6,212	\$6,212	\$6,212	\$6,212	\$6,406
	Annual	\$69,853	\$69,853	\$72,206	\$72,206	\$74,542	\$74,542	\$74,542	\$74,542	\$74,542	\$76,878
Police Lieutenant Grade P3	Monthly	\$6,764	\$6,764	\$6,960	\$6,960	\$7,155	\$7,155	\$7,155	\$7,155	\$7,155	\$7,350
	Annual	\$81,167	\$81,167	\$83,519	\$83,519	\$85,855	\$85,855	\$85,855	\$85,855	\$85,855	\$88,206
Police Captain Grade P4	Monthly	\$7,675	\$7,675	\$7,871	\$7,871	\$8,066	\$8,066	\$8,066	\$8,066	\$8,066	\$8,260
	Annual	\$92,099	\$92,099	\$94,451	\$94,451	\$96,787	\$96,787	\$96,787	\$96,787	\$96,787	\$99,123
Assistant Chief of Police Grade P6	Monthly	\$8,814	\$8,814	\$9,008	\$9,008	\$9,203	\$9,203	\$9,203	\$9,203	\$9,203	\$9,399
	Annual	\$105,764	\$105,764	\$108,100	\$108,100	\$110,439	\$110,439	\$110,439	\$110,439	\$110,439	\$112,788



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<u>Police Incentive Pay</u>	<u>Monthly</u>
Associate Degree or	\$100
Bachelor Degree or	\$200
Master's Degree	\$300
AND	
Intermediate Certificate or	\$60
Advanced Certificate or	\$75
Master Peace Officer	\$100

<u>Police Assignment Pay</u>	<u>Monthly</u>
Bilingual Certification (Level I)	\$50
Bilingual Certification (Level II)	\$75
Clothing	\$50
Field Training Officer	\$75
Investigator	\$50
HAZMAT Certification	\$100
Permanent Shift Differential	3% of Base Pay
TRU (Tactical Response Unit)	\$75

NOTE: Officers may receive an education incentive in conjunction with Police Officer certification pay.

Hiring Incentive Pay

Individuals with a TCOLE license are offered the incentive in two stages:

- Stage one: \$2,000 paid on the first regular payday after the licensed officer is hired by the department and begins the FTO (field training) program.
- Stage two: \$1,000 paid when the Police department affirms that the Probationary Police Officer has successfully completed the first year of service with the department; payment of this incentive will be made during the last pay period of the first year of service.